

# Lominger Ten Performance Dimensions

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(Every employee will be rated on these ten competencies)

**1. Quantity of Output of Work**

Quantity or amount of work produced personally or from a group or team on assignments/tasks/projects/products/services without regard to any other factors like quality or timeliness of the work.

**2. Timeliness of Delivery of Output**

Timely delivery of goods and services in terms of schedules, deadlines, goals and targets without regard to other factors like quality and resourcefulness.

**3. Quality of Work Output**

The quality of goods and services produced in terms of errors, waste and rework required to meet standards, not considering other things like timeliness or quantity.

**4. Use of Resources**

The efficiency of use of time, money, materials and people to produce the required goods and services without considering other factors like timeliness or quality.

**5. Customer Impact/Value Added**

The extent to which the goods and services produced meet the expectations of the internal and external customers.

**6. Freedom From Unplanned Support**

The amount and intensity of supervision and support necessary to perform up to standard.

**7. Team/Unit Contribution**

Unrelated to personal or group performance, is helpful to others in the unit or organization in getting work done or setting a tone of cooperation.

**8. Productive Work Habits**

The extent to which overall work style is effective and productive in terms of time management, setting objectives and priorities, and following up on commitments across a variety of work challenges.

**9. Adding Skills and Capabilities**

The extent to which any capabilities were added to the current portfolio of skills, attitudes and knowledge in order to get work done and build for the future.

**10. Alignment and Compliance: Walking the Talk**

The extent to which this person behaves in a way that is aligned with the values, culture and mission of the organization without regard to how well they do their work.